



NOAA CORPS BULLETIN

Official Information for NOAA Commissioned Officers

Volume 35, Number 2

Second Quarter, 2005

FROM THE DESK OF THE DIRECTOR

Over the past year, NOAA Marine and Aviation Operations (NMAO) has made significant strides in improving our service to NOAA. With an amazing breadth of missions and operations, an infinite array of operating conditions, and an uncertain political and budgetary environment, NOAA is truly a complex organization. It is the NOAA Corps with a cradle-to-grave uniformed service system that provides the backbone of this service.

Because we are in uniform, we are held to a higher standard by NOAA, the Department of Commerce, and Congress. We must remain vigilant to carry out our duties with the highest level of professionalism, whether it be meeting deadlines, wearing the correct uniform, observing military protocol, or even double-checking our correspondence for spelling errors. Although our attention should be focused primarily on high risk and high visibility items, we can't forget the details and must communicate well and often as we conduct our missions. Lack of communication may lead to damaging misperceptions.

Our challenges reflect those of the other uniformed services and our federal agency counterparts:

- Budgets are constrained while the cost of people rises.
- The economy continues to boom, as does the cost of benefits such as housing and health care.
- The uniformed services will continue to be manned by volunteers.
- Our people will operate in a more complex, technologically sophisticated environment.
- The future workforce will require the same skills and talents as demanded by the private sector.
- A diverse labor pool will require new strategies to access and retain a more diverse workforce.
- Demographic changes (e.g., increasing numbers of junior members with families, increases in single-parent families, members married to members, and dual-career families).
- The new workforce has little tolerance for performing unskilled labor and an increasing desire for lifelong professional development.

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FROM THE DESK OF THE DIRECTOR (continued)

- There is a different perspective on work-life balance.
- An aging federal workforce in a competitive job market foretells a civilian personnel crisis.

Our missions and operating concepts, and our suite of assets, infrastructure, technology, and information, tell us that our future workforce must have certain essential characteristics:

- High levels of independent judgment in carrying out missions and making business decisions.
- Creativity and innovation necessary to get maximum advantage from advanced business practices, technology innovation and new operational concepts.
- The rates of change in technologies and societies demand that future leaders continue to learn throughout their careers.
- Leaders will have to deal increasingly with individuals outside their own organization in coalitions with uniformed counterparts, foreign governments, non-government organizations, and with business and the media.
- Sophisticated technology will demand enhanced technical competence.
- A sense of commitment to service will be ever more important.

These characteristics surely define the needs of today's NOAA Corps workforce as much as that of the future--and they also define the characteristics demanded by most of the private sector and other public agencies. The future will offer all of us a new challenge--a greater competition for talent.

Now ... what are we trying to accomplish in NMAO? This depends on whose lens you look through ... that of the individual, the unit, or leadership:

Member/employee perspective ... “People will have ...

- ... better information on which to make career decisions.
- ... greater responsibility for career management and leadership development.
- ... an increased sense of being valued for their professionalism.”

Unit commander perspective ... “Unit commanders will ...

- ... have greater ability to adjust resources to optimize readiness.
- ... see lower turnover, more experience, higher skill levels.
- ... be the source of requirements and qualifications
- ... set the standards of leadership at their commands.”

Leadership perspective ... “Leaders will have access to ...

- a flexible, responsive HR system.
- ... an HR system that enables rather than constrains opportunities.
- ... an HR system that measurably contributes to readiness.
- ... an established leadership and management program.”

NMAO's commitments are clear-cut and are not to be compromised: safety, employees, and mission. NMAO is in constant pursuit of providing the safest work environment with the best trained and most competent employees to provide the best service to NOAA and the nation. This is not an easy task, and we continue to improve in all areas, but without *honor, respect, and commitment*, it is all a bunch of words.

BILLET LIST

Attached to this Bulletin is a current NOAA Corps Billet List. The list has been updated from PCS orders received by CPC through June 30, 2005.

I. PROMOTIONS

| | | |
|------------------|------|----------|
| Andrew P. Seaman | LTJG | 06/07/05 |
|------------------|------|----------|

II. TEMPORARY APPOINTMENTS

None

III. PERMANENT APPOINTMENTS

| | | |
|-----------------------|------|----------|
| Paul A. Kunicki | LT | 04/27/05 |
| Paul W. Kemp | LTJG | 04/27/05 |
| Rebecca J. Almeida | ENS | 04/27/05 |
| Amy B. Cox | ENS | 04/27/05 |
| Jonathan R. French | ENS | 04/27/05 |
| Michael O. Gonsalves | ENS | 04/27/05 |
| Samuel F. Greenaway | ENS | 04/27/05 |
| Tracy L. Hamburger | ENS | 04/27/05 |
| Paul S. Hemmick | ENS | 04/27/05 |
| Olivia A. Hauser | ENS | 04/27/05 |
| Matthew J. Jaskoski | ENS | 04/27/05 |
| Stephen C. Kuzirian | ENS | 04/27/05 |
| Daniel E. Orr | ENS | 04/27/05 |
| Tony Perry, III | ENS | 04/27/05 |
| Lindsey M. Vandenberg | ENS | 04/27/05 |

IV. APPROVED RETIREMENTS

None

V. APPROVED RESIGNATIONS/SEPARATIONS

None

VI. RETIREMENTS

| | | |
|-------------------|------|----------|
| Michael S. Abbott | CDR | 05/01/05 |
| Roger L. Parsons | CAPT | 06/01/05 |

VII. RESIGNATIONS/SEPARATIONS

| | | |
|-------------------|-----|----------|
| Tri M. Nguyen | ENS | 04/02/05 |
| Kevin J. Slover | LT | 04/11/05 |
| Bernerd R. Archer | ENS | 04/11/05 |

VIII. OTHER CHANGES TO THE LINEAL LIST

None

IX. ON BOARD STRENGTH AS OF 30 June 2005 - 275